

FACT SHEET

SERVICES FOR PERSONS WITH DISABILITIES

The California Employment Development Department (EDD) is committed to enhancing employment opportunities for persons with disabilities. Every EDD Job Service office has a person responsible for ensuring that all disabled job applicants receive job opportunities equal to those of other job applicants. Assistance is also provided to disabled job seekers who need additional services to become qualified for employment.

Services for persons with disabilities include, but are not limited to, referrals to job openings or training, vocational counseling, job search assistance and workshops, testing, and referrals to supportive services in the community.

Many EDD Job Service offices have a Disabled Veterans Outreach Program, which was established by Congress to meet the employment needs of disabled veterans.

Who is Considered Disabled?

A person with a disability is defined as anyone who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such an impairment, or is regarded as having such an impairment. Also considered disabled is any person with a service-connected disability rated 10 percent or more by the U.S. Department of Veterans Affairs, or a disability that resulted in retirement from the armed services.

Coordinated Services

The EDD works with the California Governor's Committee for Employment of Disabled Persons, the California Department of Rehabilitation, and other agencies to coordinate services. This coordination ensures that services needed to assist the disabled job seeker are provided by the appropriate specialists.

Another coordinated service is reflected in the yearly observance of October as "National Disability Employment Awareness Month." This observance gives statewide emphasis to employment of people with disabilities. This special month is primarily supported in California through the coordinated efforts of EDD, the Governor's Committee for Employment of Disabled Persons, and affiliated Community Mayors' Committees.

Legislation

Legislation supports EDD's commitment to employment opportunity for disabled clients and mandates certain services. Under federal law passed in 1954, EDD is required to facilitate the job placement of employable disabled persons, and to increase employers' awareness of the ability of disabled persons to be full-functioning employees.

The California Fair Employment Practices Act and a more recent federal law, the Americans with Disability Act of 1990, prohibit discrimination in employment because of physical or mental disability. For most employers, reasonable modification in the job or the manner in which the job is performed must be made to accommodate the employment of otherwise qualified individuals. Federal contractors have the additional requirement of taking affirmative action to employ and promote persons with disabilities. EDD has an ADA Coordinator to assure compliance for persons with disabilities seeking services.

For more information on EDD's services for persons with disabilities, please contact your local EDD Job Service office (listed under "Employment Development Department" in the State Government section of your telephone directory).

For additional information on other EDD programs and services, access EDD's Internet site at www.edd.ca.gov.